Methods Trial # 2

March Assignment 1

I wanted to use the Peer Coaching technique after learning more about the potential opportunities it could open up in the workplace. Especially with my lack of expertise in the corporate world.

Peer coaching is a confidential process through which two or more professional colleagues work together to reflect on current practices; expand, refine, and build new skills; share ideas; teach one another; conduct classroom research; or solve problems in the workplace.  (Robins, 1991)

3 Benefits

-Building trust with other employees

-Consistency

-Focus on personal and professional development

Feeling underutilized I thought this would be a good idea to try out and see if this could actually work, since I want add to my professional development.

First, I had to think of someone who would have time to experiment with this technique. I chose our outsourced HR Consultant, since I really feel like I could benefit immensely from their knowledge… We talked and planed to meet every two weeks for about forty-five minutes. Having only one meeting, I could already tell a difference in how I was viewing work. For the past couple of weeks, I have felt like I have been put on repeat. Side note- I am very glad that I have a job! It was nice being able to express my frustrations and my ideas. She followed up with suggestions and then I got to listen to her and what type of work frustrations she was currently having and the projects she was a part of. Apparently, she was having a hard time getting her projects completed in a timely manner.

Conclusion:

From this forty-five minute meeting I ended up helping with an HR project, since she was so busy. I got to experience first hand by researching information for this project and how they wanted to go about implementing the change throughout the workplace. This added spice to my workday and I felt more valuable. I felt that I actually contributed to the company! Her conclusion was that you never know who has time to work/help on projects and she wouldn’t have know, if we didn’t try this technique out. She wants to try this out with a few of the supervisors to see if they would become more involved. This would benefit younger generations adapting from college to the workplace. Having a designated peer coach in an organization could help with all types of transitions. Working on an actual project and I getting to understand more of her role, was very insightful.